DOLA Planning and Management Region 13
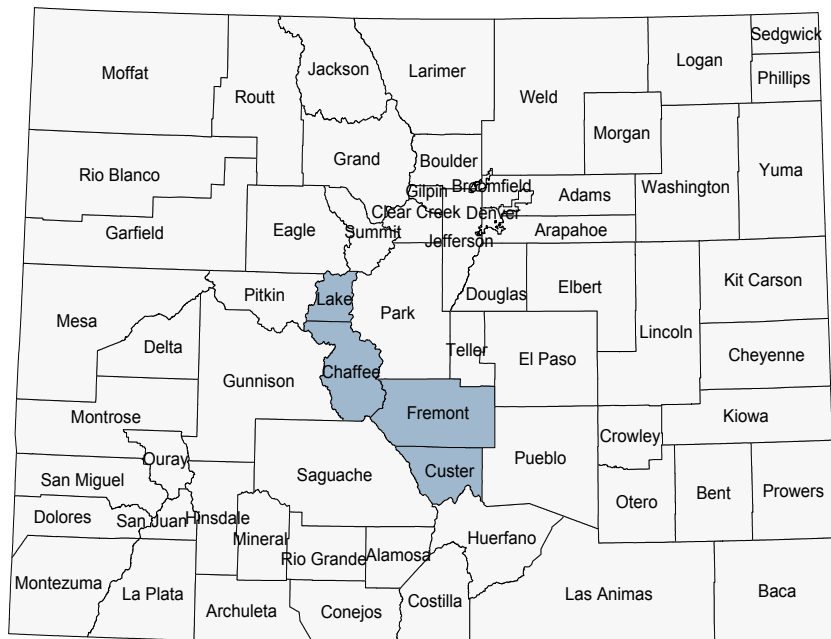Socioeconomic Profile

Regional Profile

UPPER ARKANSAS REGION

The central work of the State Demography Office is the research and production of population data and information and of the forces (fertility, mortality, migration) that lead to population change. Data and information about the population and the factors that lead to population change are critical for program and local area planning. This profile presents data on the economy and the population for the Upper Arkansas region of Colorado.

INSIDE THIS PROFILE

State Demography Office
1313 Sherman St., Ste 521
Denver, CO 80203

http://colorado.gov/demography

THE STATE OF COLORADO

Colorado's population as of July 2012 was 5,188,683, an increase of 70,157 or 1.37% since 2011. Net migration was estimated to be 38,187 with 28,705 from net domestic migration and 9,482 from net international migration. Natural increase (births minus deaths) was estimated to be 31,970. Colorado's growth rate is very close to what it was between 2010 and 2011. Colorado was 7th fastest in percentage change behind North Dakota, District of Columbia, Texas, Wyoming, Utah, and Nevada. Colorado was 9th fastest in the U.S. for absolute change and is 22nd in the U.S. for total population.

Colorado's 2012 county population ranges from 646,160 in El Paso to 691 in San Juan County. There is great diversity in this growth: 26 or 40% of Colorado's counties have fewer than 10,000 people, 11 or 17% of the counties had greater than 100,000 residents. Between 2011 and 2012 34 counties gained population and thirty counties lost population. The counties experiencing decline are diverse ranging from mountain counties still struggling with the recession to the eastern plains to the San Luis Valley. The population declines were not large numbers, however, in the small counties, a loss of 500 people can be a large share of its total population

"In strategic partnership with local communities, the Department of Local Affairs produces the most authoritative demographic and economic data for Colorado's regions and counties." - Reeves Brown, Executive Director

COLORADO QUICK FACTS

5,188,683 – Colorado population July 2012.

139,000 - Colorado population change 2010-2012.

1.4% - Colorado's population growth rate vs. US .9%

7th – Colorado's rank in US for growth rate 2011-12

9th – Colorado's rank in US for absolute growth 2011-12.

1.9% - The North Front Range (Larimer, Weld) fastest growing region in state.

30 – The number of Colorado counties losing population 2011-12

EXPECTATIONS

Colorado's population is forecast to increase from 5,188,683 in 2012 to 5.9 million in 2020 and 6.9 million by 2030. This is an average annual growth rate of 1.6% followed by 1.4%. The forecasted growth rates are slightly slower than the previous decade yet faster than the US rate of .9%. The largest share of the population (82.4%) will continue to be along the Front Range with a small growing share in the Western Slope, growing from 11% to 12% between 2010 and 2020.

Over the next decade (2010 – 2020) the Colorado population will also change significantly due to aging baby boomers (born 1946 to 1964), many of whom moved to the state during the energy boom of the 1970's. As this generation ages Colorado's population over the age of 65, a historically small portion of the population, will increase rapidly. Over the ten years, the 550,000 people over 65 will expand to 892,000 – an increase of 60%.

The forecast for job growth, a significant factor for population growth, is expected to improve in 2014 and 2015 after returning to peak employment in 2013. Between 2010 and 2015 total jobs (including wage and salary and proprietors) are forecast to increase by 350,000, gaining back the 130,000 lost between 2008 and 2010. An additional gain of 315,000 jobs is expected between 2015 and 2020. Many of these jobs are forecast to be driven from growth by retiree spending, approximately 10%. Another bright spot is the tourism industry which has also been recovering nationally. Jobs in extractive industries, health services, and business services are also forecast to experience stronger increases.

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JOBS

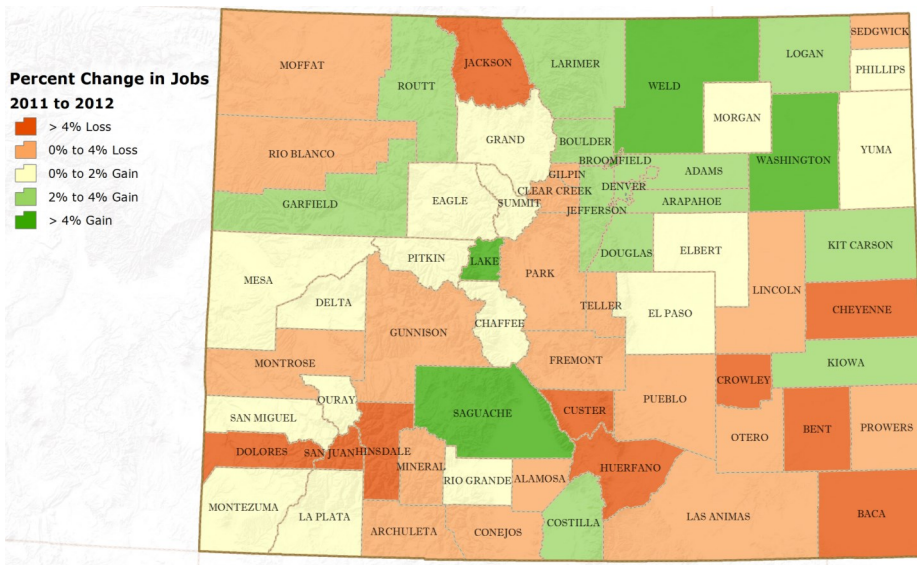### Number of Jobs by Sector, 2012
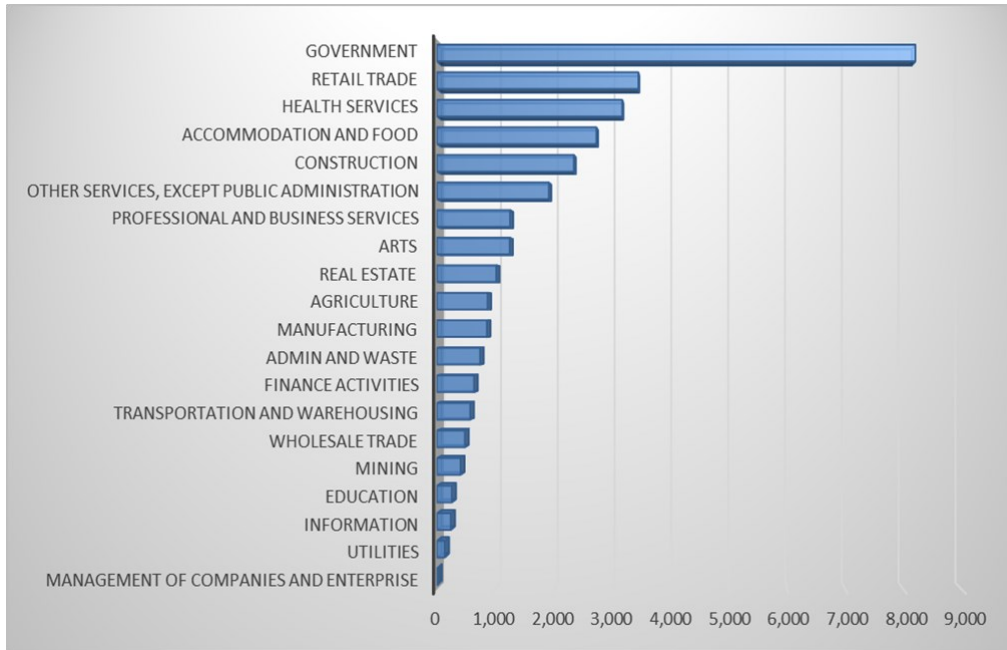
Source: State Demography Office

Region 13 had approximately 30,525 jobs in 2012, a figure that includes the self-employed as well as wage earners. This figure is marginally down -38 jobs or -0.1% from 2011 and down -1,479 jobs (-4.6%) from peak employment of 32,004 jobs in 2008. The largest declines between 2011 and 2012 were in Government -178 (-2.1%) and Arts -62 (-4.7%). The major increase was in Mining due to the reopening in 2011 and 2012 of the Climax Molybdenum Mine in Lake County, which increase total mining jobs in the region from 88 jobs in 2010 to 407 jobs in 2012.

The largest sources of jobs in the region are from Government (including local government) 26.8% (8,189), Retail Trade 11.3% (3,449), Health Services 10.4% (3,172) and Accommodation and Food Services 8.9% (2,731).

Percentage Change in Jobs by County, 2011 to 2012

Source: State Demography Office
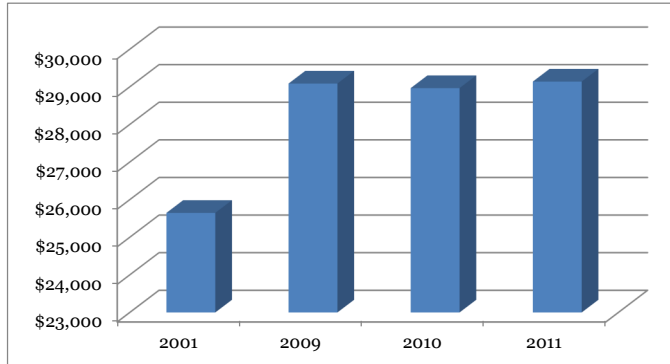
INCOME

Income is an important measure of economic health and widely reported. It cannot simply be viewed by itself; equally important are demographic characteristics that impact income levels.

Real (inflation adjusted) per capita personal income in Region 13 increased by an average of 1.3% annually compared to the State, which showed a more robust annual average growth of 2.2%. Real per capita personal income growth has been 0.2% from 2009 to 2011, which is also less than the rate of growth of the state over the same period at 7%.

Real Per Capita Personal Income (2011 Dollars)

Source: Bureau of Economic Analysis, Bureau of Labor Statistics (CPI)

Residents of Region 13 receive about 54% of their income from earnings, which is lower than the state average of 70%. Investment income represents about 21% of the income in the region, above the state average of 17%. Region 13 receives a larger share of government transfers (government payments to individuals) at 25% compared to the state at 13%.

Income from transfers grew faster than other portions of income since 2001, and it did so quickly—an average of 7.3% annually over the past ten years. Payments to Retirements, Medicare and Medicaid, and income maintenance (welfare payments) account for the growth in Transfer Payments.

PER CAPITA PERSONAL INCOME (2011)

Chaffee	$32,246
Custer	$34,793
Fremont	$27,440
Lake	$29,274
Colorado	$44,179
US	$42,298

Source: Bureau of Economic Analysis

Components of Income (2011)

Region 13

$475,250, 21%
$563,189, 25%
$1,202,702, 54%

- Earned income
- Transfers
- Dividends, interest, rent

State

$29,541,811, 13%
$37,698,563, 17%
$158,170,105, 70%

Source: Bureau of Economic Analysis
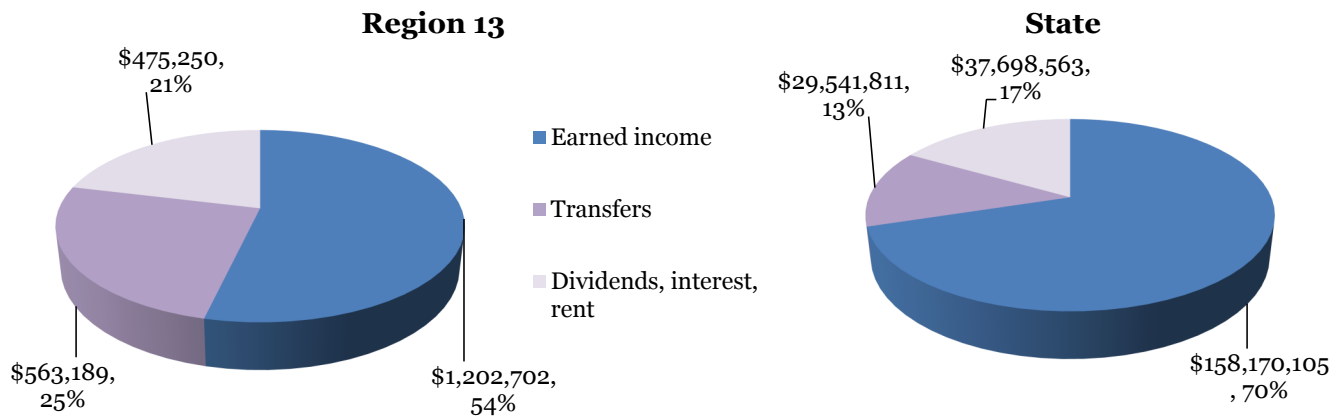
While not the largest source of income, transfer payments have been increasing as a portion of the total, increasing its share from 17.6% in 2001 to 25.1% in 2011, which exceeds the state average.

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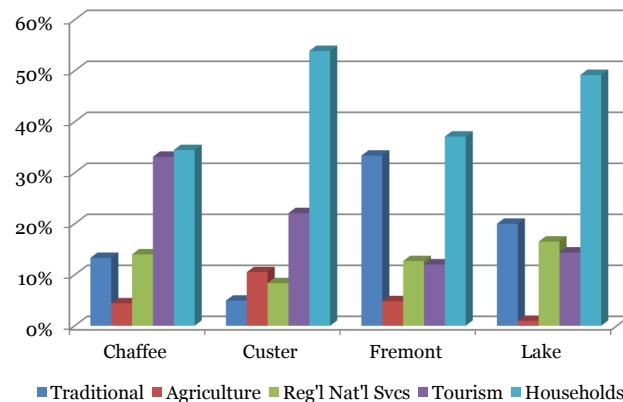| REGION 13 ECONOMIC BASE, 2012	
Traditional	**5,584**
Mining	380
Manufacturing	656
Government	4,548
Agriculture	**1,071**
Ag inputs	229
Ag production	643
Processing - trade, transport	145
Processing - food, bev	53
Regional and national services	**3,047**
Prof. business svcs	311
Information	20
Reg'l constr. & utils	240
Edu & health svcs	2,045
Finance	65
Trade & transport	365
Tourism	**4,372**
Accommodations	3,000
Second homes	633
Tourism retail	553
Tourism transport	186
Households	**8,825**
Commuting	1,312
Retirees	5,708
Transfers (< 65)	1,098
Investments (< 65)	707
Total Direct Basic	**22,901**
Indirect Basic	*2,906*
Non-Basic	**4,714**
Total Jobs	**30,521**
Spinoffs per base job	0.33
Overall multiplier	1.33

BASE ANALYSIS

Households in Region 13 – especially retirees – bring in significant amounts of money and support nearly 8,800 jobs. This is not to diminish the importance of Tourism – a traditional driver in the region supporting 4,400 jobs.

The region's traditional base industries (mining, manufacturing and government) are also important contributors to the base industry employment mix, totaling almost 5,600 jobs. Government employment alone exceeds the region's tourism total.
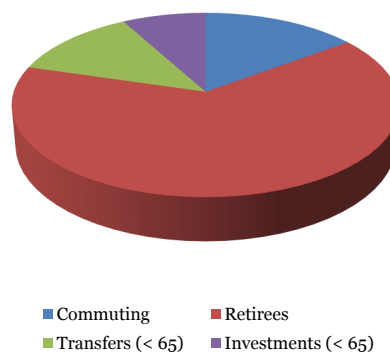
While income and employment from Tourism may be volatile and fluctuate with weather conditions and consumer wealth, employment and income from households, government, and education and health services tend to be relatively stable. This does not imply these sectors are entirely insulated from an economic downturn as governments curtail expenditures and attempt to reform transfer payments.

Base Industries as Percentage of Direct Basic Jobs

Legend: ■Traditional ■Agriculture ■Reg'l Nat'l Svcs ■Tourism ■Households

HOUSEHOLD BASIC

Legend: ■Commuting ■Retirees ■Transfers (< 65) ■Investments (< 65)

Retirees comprise 65% of household basic jobs. This segment of the population is expected to increase an average of 4.4% annually from 2010—2020.

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LOOKING TO THE FUTURE

The outlook for direct basic job growth in Region 13 from 2010-2015 is forecast to be stronger than the previous five years, increasing by around 2.5% per year. Much of the growth will be in regaining jobs lost since 2008.

Job growth between 2010 and 2015 is forecast across most base industries with the strongest growth in Household Basic – primarily related to retiree spending - Tourism, and Traditional Industrial Basic. Part of the Tourism growth is related to second home growth driven by growth in the population 55-70 years old, while the Traditional Industrial Basic job growth is principally related to the re-opening of the Climax Molybdenum Mine in Lake County.

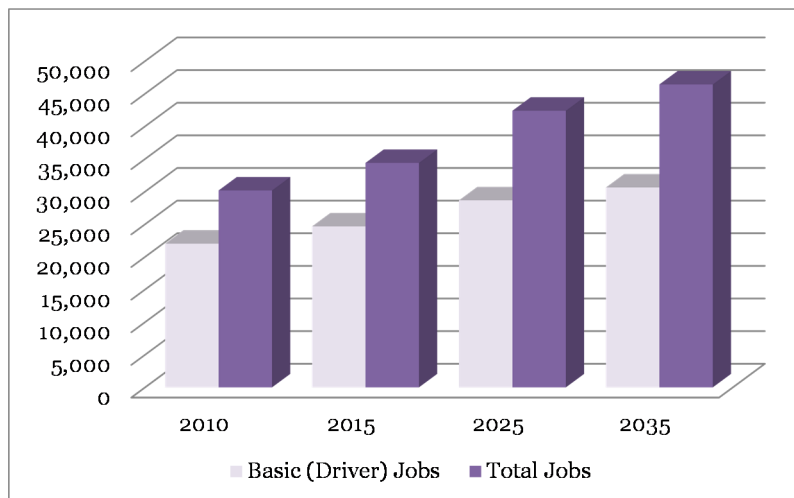*Average Annual Job Creation by Direct Basic Sector*
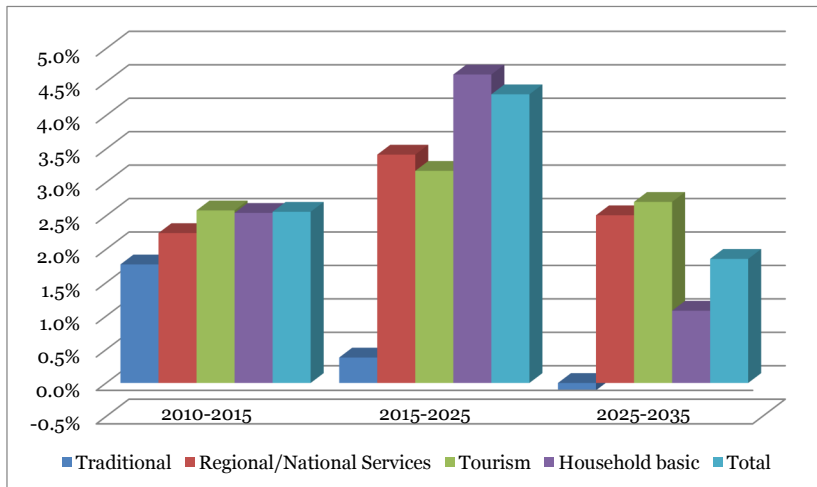
From 2010 to 2015 the region's economy should add approximately 4,000 new jobs, averaging 2.6% annual growth.

ECONOMIC GROWTH

*Region 13 Forecast of Direct Basic and Total Jobs*

Not all base industries support the same number of local resident service positions. Retiree and Tourism generated jobs tend to be in service industries with lower income. The secondary jobs created from their spending are fewer compared to higher-paying industries. However, over time in Region 13, the ratio of secondary jobs to direct basic jobs will grow given increases in Regional and National Services base jobs.
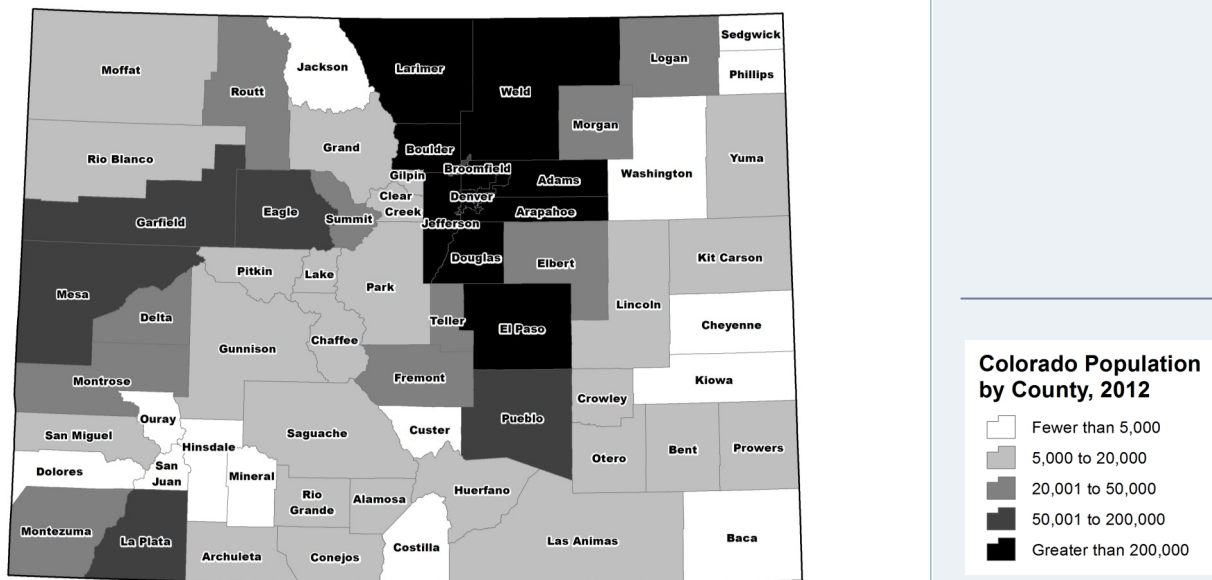
POPULATION

Region 13 Population Estimates by County
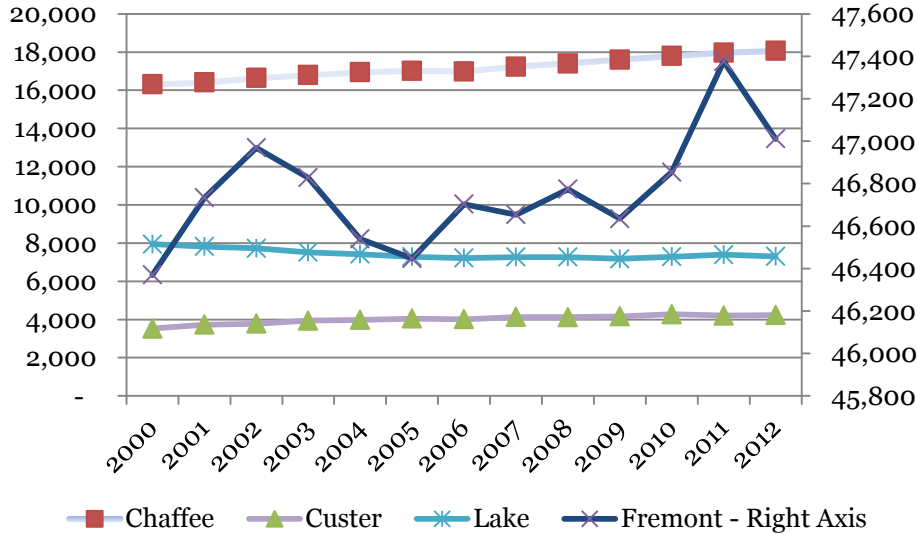
The population of the region in 2012 was 76,609. This represents a 0.3% average annual increase from 2010. The region grew at 0.3 percent per year from 2000 to 2010. More than 70% of the region's increase of 2,062 since 2000 has been in Chaffee County (1,497). From 2010 to 2012 only Custer has experienced declines, after experiencing strong growth in the 2000s. Recently Fremont's prison population has also been declining.

Colorado Population by County, 2012

POPULATION TOTALS

2010

State	5,049,717
Region 13	76,205
Chaffee	17,797
Custer	4,272
Fremont	46,854
Lake	7,282

2011

State	5,118,526
Region 13	76,943
Chaffee	17,966
Custer	4,206
Fremont	47,375
Lake	7,396

2012

State	5,188,683
Region 13	76,609
Chaffee	18,066
Custer	4,233
Fremont	47,011
Lake	7,299

Colorado Population by County, 2012

	Fewer than 5,000
	5,000 to 20,000
	20,001 to 50,000
	50,001 to 200,000
	Greater than 200,000

POPULATION CHANGE BY RACE AND ETHNICITY

From 2000 to 2010 the Asian population grew faster than any other race or ethnic group, increasing 45% to comprise 2.8% of the state population. The Hispanic population, Colorado's second largest racial/ethnic group increased 41% to comprise 20% of the state population. Black non-Hispanics increased 19% (3.7% of total), White non-Hispanics increased 9.9% (70% of total) and all other non-White non-Hispanic race/ethnic groups decreased 11%.

While Region 13 race/ethnic groups can vary greatly by county, the largest race/ethnic group overall is White non-Hispanics, which account for 80% of the total population. From 2000 to 2010, the Hispanic population increased 16%. White non-Hispanics increased 3%, while all other non-White non-Hispanic groups declined -16%, and the population as a whole increased 3%.

REGION 13 POPULATION BY ETHNICITY, 2010

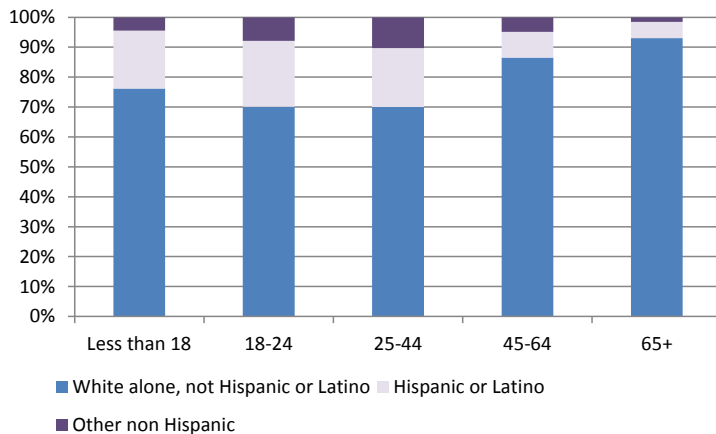|	Total	White non-Hispanic	Hispanic	Other, non-White
Chaffee	17,809	15,417	1,678	714
Custer	4,255	3,914	200	141
Fremont	46,824	37,647	5,770	3,407
Lake	7,310	4,252	2,858	200

Source: US Census Bureau

Population Change by Race, Ethnicity, '00 to '10
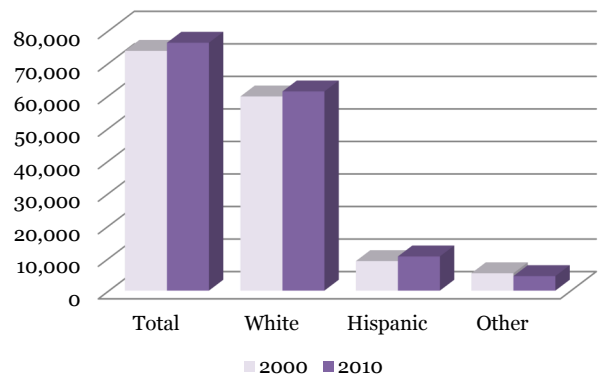
Source: US Census Bureau

AGE, RACE, AND ETHNICITY

Race, Ethnicity by Age Cohort, 2010

Colorado's population is becoming more diverse, especially at the younger ages. The Hispanic and Other non-White population under 18 are 42% of the population and are 15% of the population over 65. Region 13 is less diverse by race and age than the state, although there remains a significant difference between the under 18 and over 65 age groups. The Hispanic and other non-White population under 18 are 23% of the population compared to 7% of the population over 65.

By age, 57% of the Region's population was between the ages of 25 and 64 in 2010, followed by 18% of the population less than 18. In 2010, 7% of the population was between the ages 18 and 24 and 18% were older than 65.

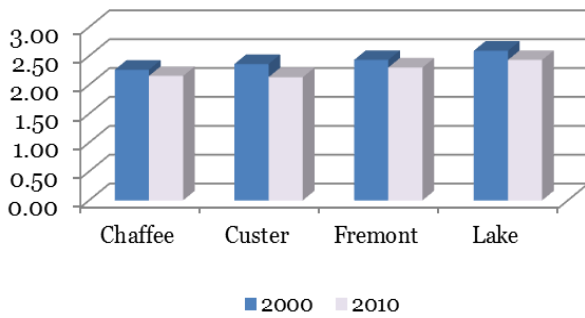*Source: US Census Bureau*

HOUSEHOLDS

Of the region's 76,204 people, 10,423 live in group quarters and the remaining 65,781 in households. Of those in group quarters, 9,439 (91 percent) are in correctional facilities. The region averages 2.26 persons per households (occupied housing units) with Lake County having a higher ratio (2.42) relative to other counties in the region. The region's 22.5 percent vacancy rate includes a large number of homes used for seasonal and recreation purposes.

Population by group, 2010

■ Population in Households ■ Population in Group Quarters
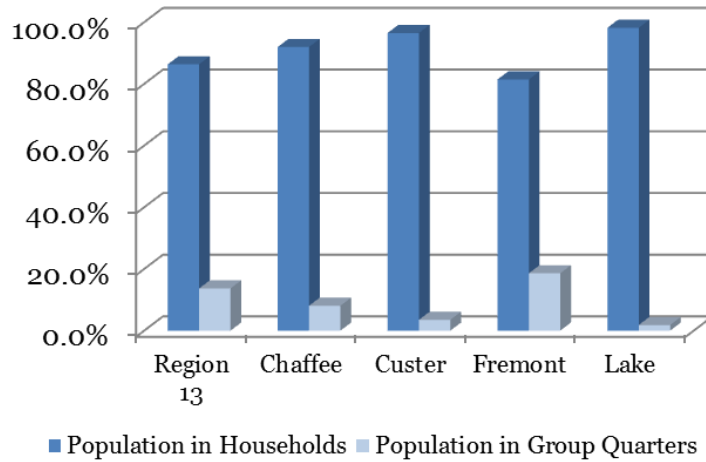
Source: US Census Bureau

*Persons per household, 2000 to 2010*

■ 2000 ■ 2010

Source: US Census Bureau

HOUSEHOLDS BY TYPE

The household population can be split in to several different types. This is especially useful in determining housing needs and planning communities. Region 13 has higher portion family households than the state average except Lake and Custer Counties. A lower portion of these households have children than the state average in all counties.

Non-family households, especially single person non-family households, grew faster in Lake County than the state average. Region 13 has a higher concentration of households composed of a single person over age 65 than the state except Lake County.

Households by Type (2011)
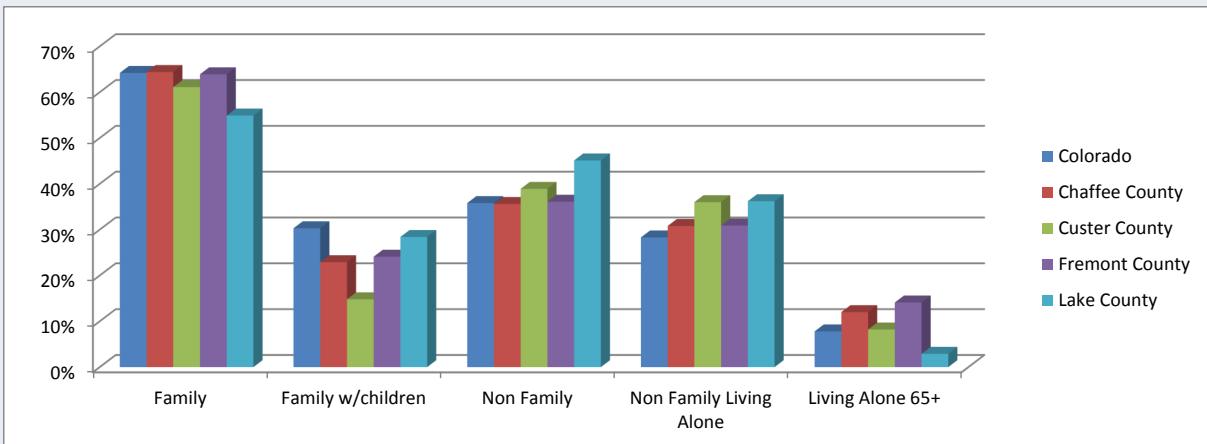
Source: US Census Bureau

POPULATION CHARACTERISTICS
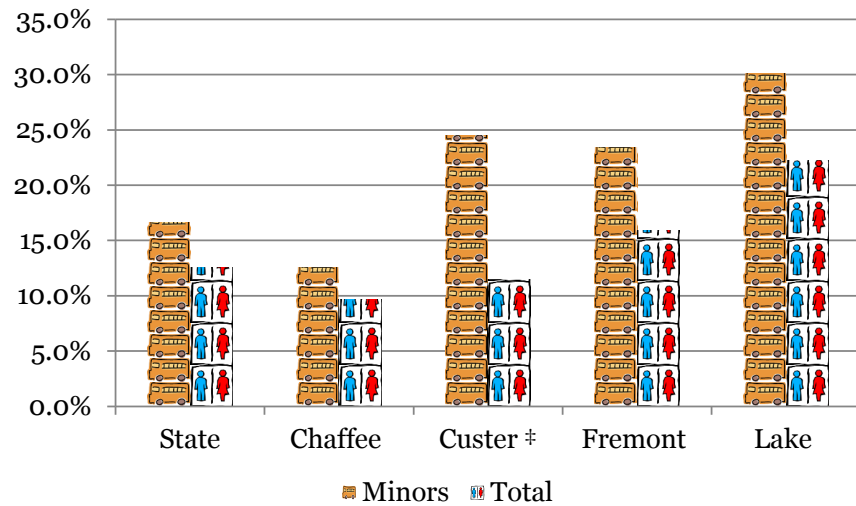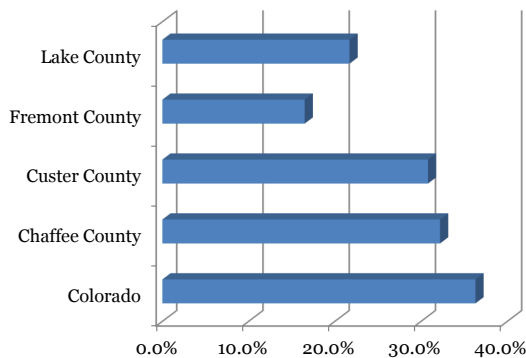
POVERTY

The percentage of the total population in 2011 in poverty in Region 13 is higher than the state average of 12.5%. Many of the counties in Region 13 rank toward the highest percentage in poverty in the state. The percentage of children in poverty is also higher in Region 13 than the state average of 16.6%, especially Lake County.

The US Department of Health and Human Services annual sets the income thresholds by family size. The Census Bureau then determines the number of people and children (and other characteristics) above and below that income threshold. The income threshold for a family of four (in this case age does not matter) with two minors, for example, was $22,350 in 2011.

Poverty Rates, 2007-2011

EDUCATION

The share of the population with a bachelor's degree or higher in Region 13 is fairly consistent across the counties with the highest levels in Chafee and Custer Counties. The low numbers in Fremont are partially influence by the large prison population. The average share is lower in Region 13 (25.3%) than the state average of 36.3%. On average for the region, 30% of the population have high school degrees and another 32.3% have some college or an associate's degree.

Percentage of Population with a Bachelor's Degree or Higher

Source: 2011 Census American Community Survey, 5 year sample

POPULATION AND AGING

The median age of the region on July 1, 2010 was 44.1 as compared to the state's median age of 36.1 placing the Region as the oldest on the Western Slope. This is mainly due to somewhat larger proportions of the population over 45 – 48.8 percent for the region versus 37.6 percent for the state.

The median age of the region is expected to decline slightly to 40.5 but remain above that of the state which is expected to rise to 38.1 by 2030 with the aging of the baby boomers.

Residents by Age, 2010
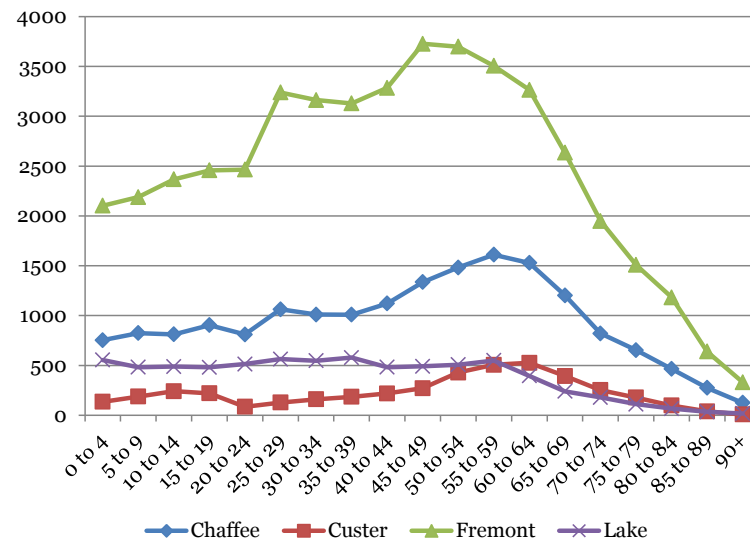
Source: State Demography Office

From 2010 to 2020, the population over the age of 65 will grow an average of 3.7 percent annually, slower than the state average of 5.0 percent.

FUTURE POPULATION CHANGE

The region is expected to grow strongly – approximately 2.0 percent per year -- after 2010 reaching over 100,00 by 2030. Some of these increases will be the result of further increases in prison employment and then in its tourism industry. Increases in the number of commuters to El Paso and Pueblo counties are also expected to occur. Lastly, the region is expected to see increases in retirees as its own baby-boomers retire and, even more, as others in the state are attracted to the regions amenities, mild climate and low cost of living.
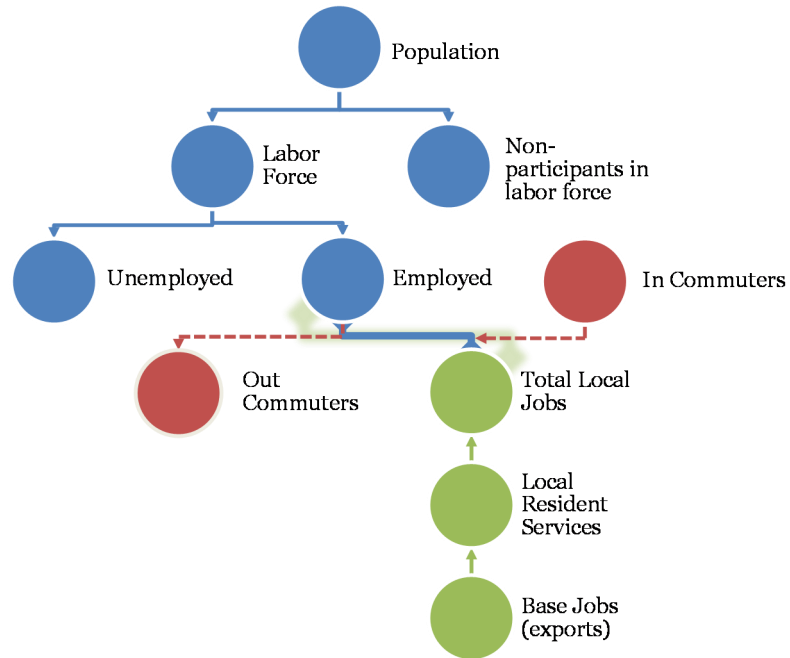
Total Population
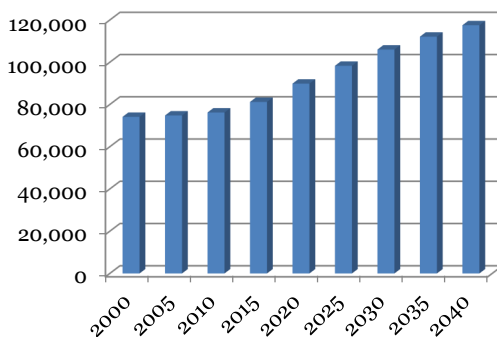
Population Change by Age Group
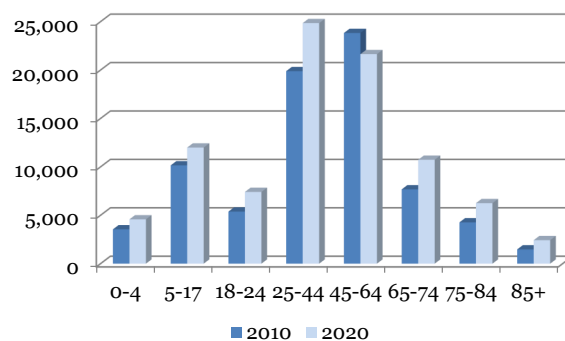
Source: State Demography Office
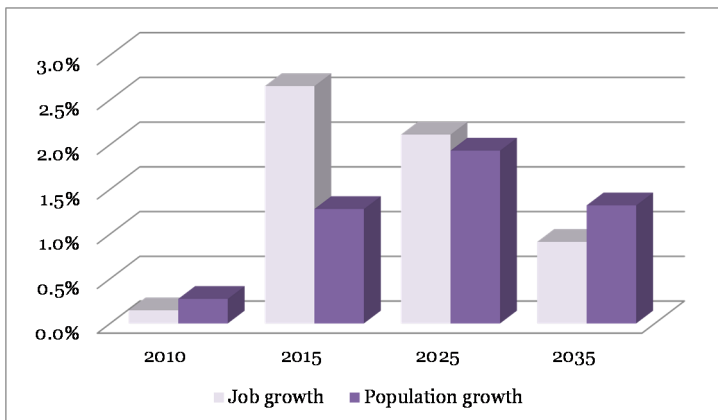
LABOR MARKET HIGHLIGHTS

Integrating the Economic and Population Forecasts by way of Analysis of the Labor Market

The separate forecasts of the jobs and the population of a county are integrated through an analysis of the labor market. The analysis reviews whether the population forecast in the demographic model and the workforce they are expected to supply will be sufficient to meet the demands of the economy created through the jobs forecast. If not, the migration assumption in the demographic model is adjusted so that the jobs supplied by the population are more in line with the jobs forecast.

The analysis begins with the labor force participation rates being applied to the population forecasts of the non-institutional population over age 16 by age and gender to produce a forecast of the labor force for the projected population. The forecasted numbers of unemployed persons are then subtracted from the labor force and a forecast of the number of employed persons results. This number combined with the number of second third jobs held by multiple job holders yields the total number of jobs held by residents. The net number of commuters is then added or subtracted resulting in the number of total local jobs as derived from the population. This number is then reconciled with the number of total jobs as it is derived from a forecast of the base jobs (exports) within a county. A multiplier is applied to the forecasted number of base jobs to derive the resulting number of local resident service jobs that are then added to the forecast of base jobs to determine the final number of total local jobs. This analysis is essential to establishing an appropriate relationship between the forecasted number of jobs and the forecast of the population within a county.

Job and Population Growth

Source: State Demography Office

Retirees generate fewer jobs than traditional base industries, so retiree growth can cause the population as a whole to increase more quickly than jobs. This in part explains the large gap between job and population growth through 2025.

LABOR FORECASTS

FORECASTING WORKSHEETS

The forecasting worksheets attempt to integrate and/or reconcile the economic forecast of total jobs with the population forecast. The rates of growth of these two key variables can differ somewhat because of changes in the labor market, i.e., labor force participation rates, unemployment rates, multiple job holding, and/or commuting. In addition, macroeconomic conditions such as business cycle fluctuations and faster or slower periods of U.S. and Colorado economic growth can affect overall job growth in a region. For example, between 2010 and 2015 job growth in the region is expected to be 2.7% per year while population growth will be 1.3%. This differential is in part attributable to the region experiencing a recession-induced reduction in job growth from 2005-2010, with the job total reaching a low point in 2010. By starting from a low base, job growth will be more robust in percentage terms out to 2015. This differential will reverse after 2025, with job growth trailing population growth. This faster growth in population relative to jobs is the result of an increase in the proportion of the population over the age of 65 and expected slower long-run rates of U.S. and Colorado economic growth.

	2010	2015	2025	2035
TOTAL DIRECT BASIC JOBS	22,023	24,666	28,663	30,631
Total Jobs / Total Direct Basic Jobs	1.4	1.4	1.5	1.5
TOTAL JOBS	30,176	34,398	42,391	46,419
Average Annual Percent Change	0.1%	2.7%	2.1%	0.9%
*Statistical Discrepancy	-1,554	-6	275	-148
JOBS HELD (In Area by Res. & Non-Res)	33,105	36,103	43,524	50,033
Average Annual Percent Change	-0.1%	1.7%	1.9%	1.4%
+ Commuters (+ = IN)	-1,582	-2,092	-1,794	-3,837
= JOBS HELD BY RESIDENTS	33,105	36,103	43,524	50,033
+ 2nd & 3rd Jobs Held by Res.	2,407	2,556	3,097	3,577
= Employed Persons (Residents)	30,697	33,548	40,426	46,456
- Unemployed Persons	3,372	2,548	2,760	3,284
Unemployment Rate	9.9%	7.1%	6.4%	6.6%
LABOR FORCE (RESIDENTS)	34,069	36,095	43,186	49,739
Labor Force Participation Rate	59.3%	58.6%	58.1%	58.9%
POPULATION - CENSUS BASED	76,205	81,205	98,333	112,111
Average Annual Percent Change	0.3%	1.3%	1.9%	1.3%

LABOR FORCE PARTICIPATION

Changes in the overall or total labor force participation rate(s) (LFPR) are really a function of changes LFPR by age and gender and changes in the relative proportions in each. In general, LFPR for each age-gender group are expected to rise slightly to 2025. Those of women – especially those in upper age groups – are expected to increase more substantially, as the result of the aging female labor force that had greater participation than previous generations of women. Changes in the overall or total LFPR of a region, if it's declining, are due to increases in the number of people in younger or older age groups where participation rates are expected to remain relatively low. Those of women, especially those in upper age groups, are expected to increase more substantially as women who historically had high labor force participation rates age.

Labor Force Participation Rates by Age Group

2010   2025
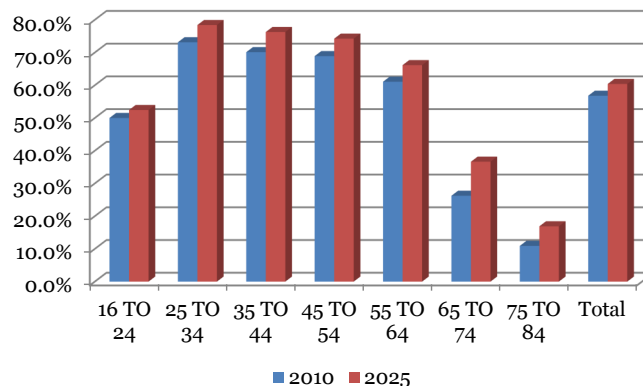
COMMUTING

Commuter flows are significant in reconciling a region's jobs with its population. A region could have a completely different population during business hours compared to night time, and often different regions are inextricably connected by these flows.

The US Census Bureau, in cooperation with several other federal agencies, compiles information that reconciles place of residence with place of employment.

The specific employment numbers differ from those used in the forecasting worksheets because both the labor and population data come from different sources than those used by the State Demography Office. This resource still provides valuable information about commuter flows.

Each map presented shows the number of in-commuters, the number of residents who live and are employed in the specified county, and the number of out-residents. Additionally, a table next to each map shows origin and destination counties of commuters.
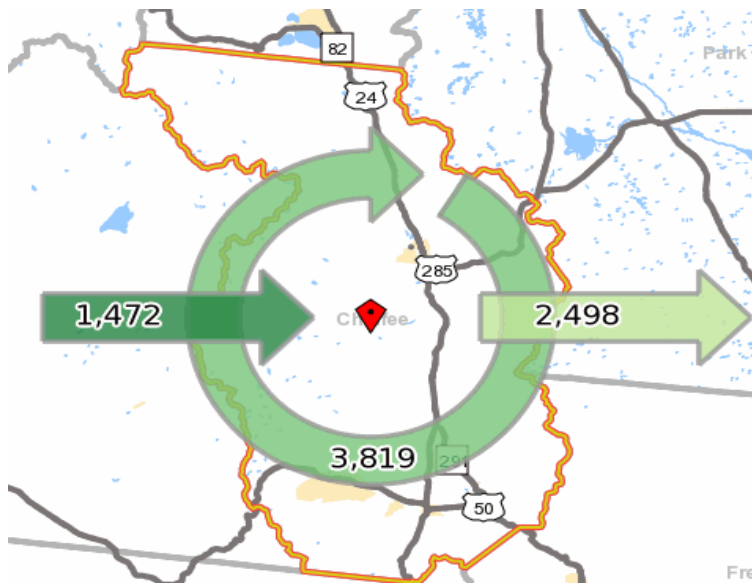
The most recent year of data available at the time of this publication was 2010. All jobs are primary jobs—second job holders are excluded from commuting numbers.

Photo credit: foto footprints/flickr

CHAFFEE COUNTY

Chaffee County Commuter Flows

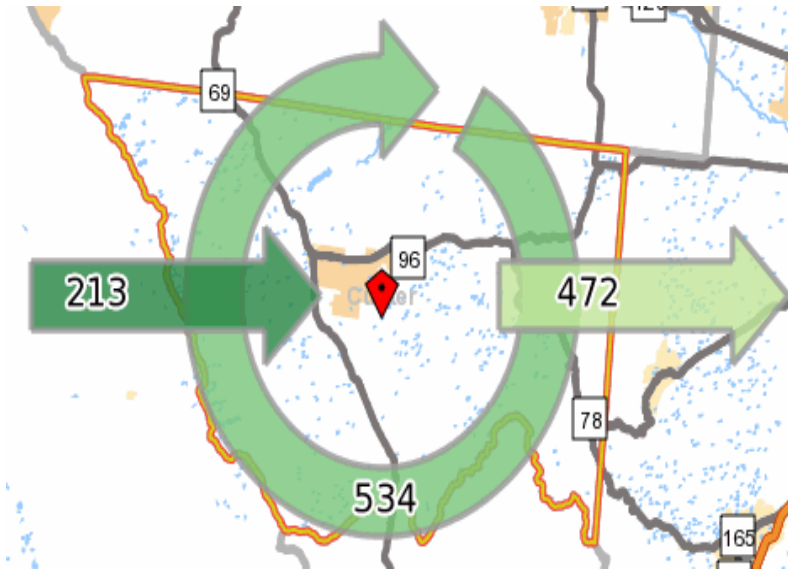*Source: Census LEHD*

COMMUTING (2010 DATA)

Top 5 In-Commuter Origins

Fremont County, CO	304
Pueblo County, CO	89
El Paso County, CO	84
Jefferson County, CO	75
Arapahoe County, CO	73

Top 5 Out-Commuter Destinations

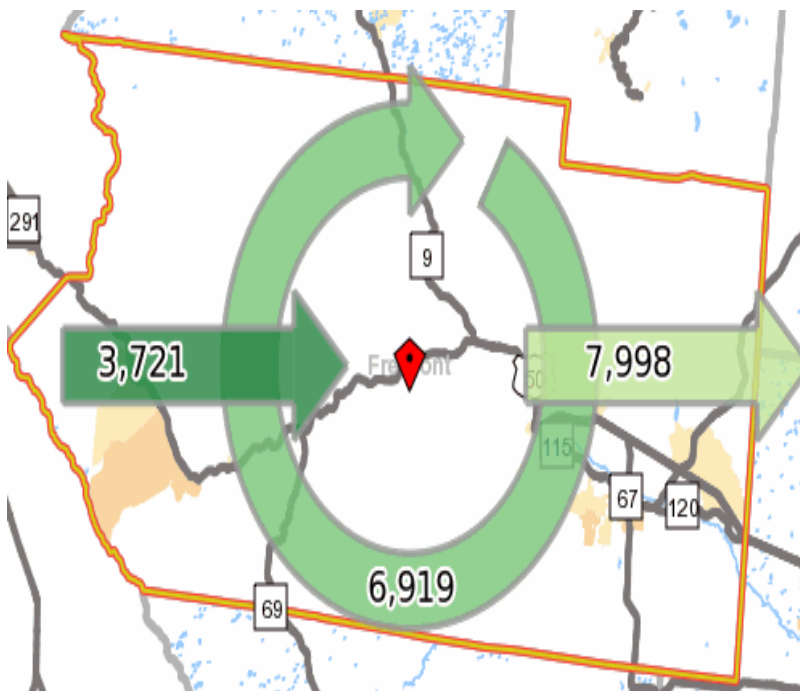|	
Denver County, CO	342
El Paso County, CO	310
Jefferson County, CO	251
Arapahoe County, CO	222
Pueblo County, CO	158

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COMMUTING—CUSTER COUNTY

Custer County Commuter Flows

Source: Census LEHD

COMMUTING—FREMONT COUNTY

Fremont County Commuter Flows

Source: Census LEHD

COMMUTING (2010 DATA)

Top 5 In-Commuter Origins

Fremont County, CO	63
Pueblo County, CO	29
El Paso County, CO	15
Jefferson County, CO	15
Huerfano County, CO	13

Top 5 Out-Commuter Destinations

Pueblo County, CO	93
El Paso County, CO	71
Fremont County, CO	69
Denver County, CO	37
Adams County, CO	29

Top 5 In-Commuter Origins

Pueblo County, CO	1,218
El Paso County, CO	749
Chaffee County, CO	145
Jefferson County, CO	109
Arapahoe County, CO	108

Top 5 Out-Commuter Destinations

El Paso County, CO	1,957
Pueblo County, CO	1,332
Denver County, CO	845
Arapahoe County, CO	623
Jefferson County, CO	511

COMMUTING—LAKE COUNTY

Lake County Commuter Flows
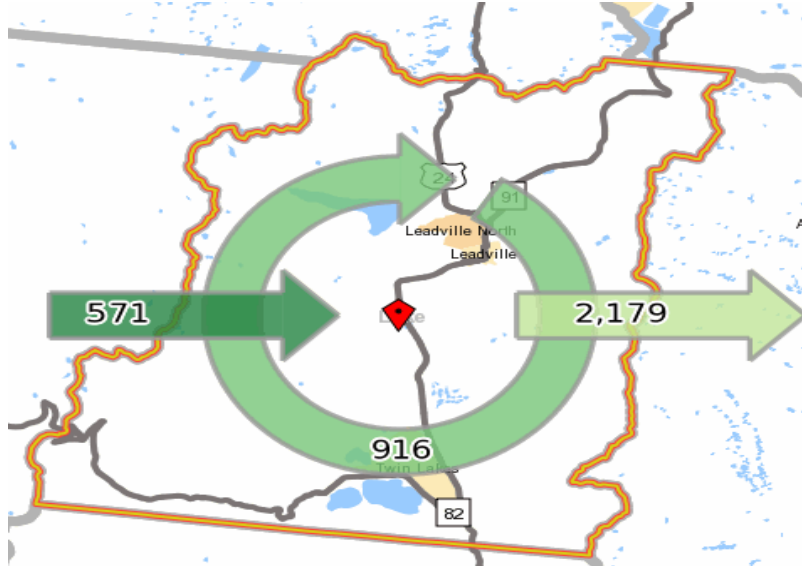
Source: Census LEHD

COMMUTING (2010 DATA)

Top 5 In-Commuter Origins

Chaffee County, CO	137
Summit County, CO	62
Eagle County, CO	48
Garfield County, CO	43
Jefferson County, CO	26

Top 5 Out-Commuter Destinations

Eagle County, CO	618
Summit County, CO	258
Denver County, CO	187
El Paso County, CO	137
Jefferson County, CO	134

COLORADO DEPARTMENT OF LOCAL AFFAIRS

For many communities throughout Colorado, the Department of Local Affairs is the "face of state government" —that initial and primary point of contact where local communities work in partnership with the state. Our department's mission statement, "Strengthening Colorado Communities," exemplifies the level of responsiveness and attentiveness that lies at the heart of our services.

Through financial and technical assistance, emergency management services, property tax administration and programs addressing affordable housing and homelessness, our department works in cooperation with local communities. It is through that work where we learn firsthand how to build on the strengths, unique qualities and priorities of Colorado.

Strengthening Colorado Communities

DEMOGRAPHY STAFF

Elizabeth Garner, State Demographer

Media contact, demographic and economic overviews

Cindy DeGroen, Projections Demographer

Population forecasts, household and labor force forecasts

Rob Kemp, Estimates Demographer

Population estimates, demographic methods

Grant Nülle, Economist

Economic Data & Analysis, Economic & Demographic Relationships

Barbara Musick, Marketing and Data Manager

Census and ACS data, data requests, user training, product development, demography webmaster

Daniel Trone, GIS Developer

Geographic information systems design, analysis, development, mapping support, GIS technical support

Appendix: Sources and Web Locations for Data

Topic	Website	Source
Total Estimated Jobs	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-Main%2FCBONLay-	State Demography Office
Personal Income	http://www.bea.gov/iTable/iTable.cfm?ReqID=70&step=1&isuri=1&acrdn=5	Bureau of Economic Analysis
Base Analysis	https://dola.colorado.gov/demog_webapps/eba_parameters.jsf	State Demography Office
Job Forecasts	http://www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593349151	State Demography Office
Population Estimates	http://www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593300013	State Demography Office
Population by Race	http://dola.colorado.gov/dlg/demog/2010censusdata.html	Census 2010 and Census 2000
Households	http://dola.colorado.gov/dlg/demog/2010censusdata.html	Census 2010
Group Quarters	http://dola.colorado.gov/dlg/demog/2010censusdata.html	Census 2010
Poverty	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-Main%2FCBONLay-	American Community Survey, Census Bureau
Educational Attainment	http://www.census.gov/hhes/socdemo/education/data/acs/index.html	American Community Survey, Census Bureau
Cost Burden Housing	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-Main%2FCBONLay-	American Community Survey, Census Bureau
Population by Age	https://dola.colorado.gov/demog_webapps/pag_category.jsf	State Demography Office
Population Forecasts	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-Main%2FCBONLay-	State Demography Office
Labor Forecasts	http://www.colorado.gov/cs/Satellite/DOLA-Main/CBON/1251593349151	State Demography Office
Labor Force Participation by Age and Gender	http://www.colorado.gov/cs/Satellite?c=Page&childpagename=DOLA-Main%2FCBONLay-	State Demography Office
Commuting	http://onthemap.ces.census.gov/	Census, Labor Employment Dynamics (LED)